



Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the “tools and opportunities” to grow and develop, professionally, and personally, while improving mission accomplishment. The [Four Quadrant Human Performance System Model](#) is the underlying human performance process by which Task Force EXCEL and partners are redefining Navy policies, structures, and mechanisms.

## TASK FORCE EXCEL INTRODUCES NEW RATING ‘PILOT’ PROGRAMS

By JO2 Jd Walter, Task Force EXCEL Public Affairs

### TASK FORCE EXCEL IMPLEMENTATION CELL

WASHINGTON, DC -- The Navy’s Revolution in Training is haze gray and underway, steaming into a port, bringing you the tools and opportunities to excel. The Fleet, working hand in hand with Task Force for Excellence through Commitment to Education and Learning (EXCEL) is developing professional continuums for 17 ratings, with another 17 on the launching pad.

“The train has left the station,” said Task Force EXCEL Director Rear Adm. Harry Ulrich. “The revolution is happening, change is occurring as we speak.”

For the rest of this story and more go to <http://www.excel.navy.mil/> or contact Task Force Excel’s PAO at [kirchner.gary@ndw.navy.mil](mailto:kirchner.gary@ndw.navy.mil)



The rating pilots (test programs) will incorporate industry credentials and college credits into the professional development of Sailors. (Official Navy)

**5VM:** *The 5 Vector Model (5VM) defines the perimeters around which Sailor’s personal and professional development is designed. For more information on the 5VM [click here](#). The 5 Vectors include Professional Development, Personal Development, Leadership, Qualifications & Certifications, and Performance.*

**Professional Development:** *Provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include AG, BM, CT, DC, EM, EN, GSM, GSE, HT, IC, IT, MA, MM, MR, MS, QM, SH, SM, STG. Very soon TFE will begin efforts in AD, AM, AS, AW, AZ, BU, CM, CE, EA, EO, SW, STS, and UT.*

**Aviation Ratings:** Conducted scoping meeting in Norfolk this week. Working group strategies, a near-term POAM and charters for the working group were developed.

**IT** – The HP Cell IT team is finalizing the Situational Awareness (SA) report and beta test plan.

- Initial review of the IT rating JTA analysis report is completed. A final version of the report with recommended solutions has been forwarded to CFFC for review. This reports includes an IT Gap Analysis (GA) [comparison of the program of record (the existing conditions) and the program as it ought to be--the difference between the two is the ‘gap’].
- A beta test of the IT continuum will be executed aboard the Theodore Roosevelt Battle Group this Summer. A planning meeting for the beta test will be held in Norfolk within the next several weeks.

Professional Mariner (QM, SM, BM): A scoping meeting was conducted this week with participants from Navigator of the Navy's office (OPNAV N096), CFFC, COMNAVSURFLANT, COMNAVAIRLANT, COMNAVSubLANT, TFE, Enlisted Community Managers (OPNAV N13), U.S. Coast Guard Marine Safety Office.

- Working group strategies, a near-term POAM and charters for the working group were developed.

SH: Conducted second Job Task Analysis (JTA) workshop in Norfolk.

STG: Job Task Analysis (JTA) workshop this week in San Diego included Fleet In-shore Undersea Surveillance System (IUSS) and Fleet Anti-Submarine Warfare Training Center subject matter experts who used the Validated Master Task List (MTL) to identify tasks performed by STGs. Their results are being reviewed, refined, and mapped to applicable duties. Upon completion, subject matter experts will determine the requirement for performance interventions based on evaluation criteria such as skill level, task type, importance to mission, performance difficulty, learning difficulty, frequency of performance, immediacy of performance, duration, delay tolerance and safety/HAZMAT considerations.

Performance: Attached is LCDR (Dr.) Marc Bourne's CNO point paper defining purpose of the performance vector.



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CNO-12 may 02.doc"

**Mission/Function Area Analysis:** *Requirements-based analysis of Navy missions and functions which analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, C5I, Engineering, and Damage Control.*

C4: Dr. Bruce Wetherby, SPAWAR/Human Performance Cell, is developing a detailed POA&M for the specific steps required for linkage of Job Task Analysis (JTA) to Navy Mission Essential Task List (NMETL) information.

- CFFC is hosted an IBFT Training Requirements Working Group with Fleet CINC, SPAWAR and TYCOM reps this week.
- Theodore Roosevelt Battle Group IT beta test scheduled to begin early this summer. This beta test will identify unit level requirements based upon the NMETLs.

### **Applied Projects, Betas, and Short Term Deliverables:**

Center for Naval Leadership: Working Group members representing Leadership Vector Program Lead and the Norfolk Implementation Cell attended a briefing with the U.S. Air Force Senior Level Management Office (SLMO) and another briefing with the U.S. Air Force Developing Aerospace Leaders (DAL) Program. Tentative plans are to review what the USAF is currently doing with their SLMO for development of its general officers and SES-level civilians and, possibly, partner with them for development options for equivalent level Naval personnel. The same plans apply to the DAL, which include command-level personnel, and related lower-level leadership positions. Liaison will continue to review other USAF initiatives for leadership positions.

- Future sessions of the Center for Naval Leadership working group will address curriculum, instructional content/delivery, training site locations, individual instructor assignments, etc.

**Acquisition Efforts:** TFE Washington participated in Naval Fires Network (NFN) training workshop hosted by Director, Naval Surface Warfare (N76) staff.

- Briefed the N76 staff and other workshop participants on TFE short and long-term goals associated with NFN.
- Conducted site visit to Northrop-Grumman's Advanced Technology Lab (ATL) for system demo and brief on (Naval Fires Network, Tactical Exploitation System-NAVY (NFN/TES-N).
- Expect early JUN San Diego Human Performance scoping meeting for NFN. More to follow.

**Additional Cell Reports:**

*This section allows TFE Cells to report on matters not covered in the above listed categories. Significant portions of individual cell inputs are spread across the spectrum of TFE efforts listed above, this section allows for input of other items which may be of interest.*

**HP:** A series of HP Seminars are designed to familiarize Sailors with the four quadrant model and train prospective performance consultants. The seminars are currently scheduled for:

29 May	Pensacola
30 May	New Orleans
12 Jun	Newport
26 Jun	Great Lakes



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**LANT:**

14 May C4I status by battle group: GWBG=87%, HSTBG=66%, TRBG=61%, HSTBG=46%.



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**PAC:** PAC and LANT members of Task Force Excel, CNET and ATG met to define the Training Support Command (formally Regional Training Authorities (RTA)) functionality, structure, and span of control.

**CNET-** The 'XXX and 'YYY' implementation meeting has been scheduled for next week (21-22 MAY) in Pensacola. The participants at this meeting will have the opportunity to review and discuss the functions, billet requirements and scope of 'XXX' and 'YYY' daily functions.

**Washington DC:** RADM Ulrich participated in a Today Show interview which will be aired the morning of Memorial Day (Monday the 27<sup>th</sup>). Today Show interest was based in the Revolution in Training and its effects upon Sailors. Mess Specialists now completing training at the Culinary Institute of America in Hyde Park, New York provided the backdrop for RADM Ulrich to discuss the Revolution in Training. .

- RADM Ulrich met with Assistant Secretary of the Navy (Manpower & Reserve Affairs) Navas and the Under-Secretary of Defense for Training, Dr. Mayberry, to discuss Task Force Excel, 'XXX' and

‘YYY’ architecture, and the implementation of the functions for ‘Centers’. RADM Ulrich will next meet with the Secretary of the Navy and the Under-Secretary of Defense (T & R) to discuss other service implications of Task Force Excel.

- RADM Ulrich also met and discussed Centers functionality, and the ‘XXX’ /‘YYY’ implementation schedule with VADM Tracy (Director of the Navy Staff) VADM Harms (CNET) RADM Townes (V/CNET) RADM Harvey (OPNAV N12), and RADM Henry (OPNAV N13).
- The Theodore Roosevelt Battle Group MS/IT Beta Test flag discussion, originally scheduled for 03 JUN has been rescheduled to de-conflict the schedules of three of the flag participants. Anticipate the new date will be no later than mid-June.